

Bergman Report - Recommendations 2020 Index							
#	Recommendation	Lead	Action	Anticipated start date	Anticipated Completion Date	Status	Comments
1	The HPS should draft a formal policy and procedure to mandate communication between the HPS S.E.A.T. representative and the Crime Management Office within the respective divisions.	Superintendent - Support Services	Draft new policy	1-Aug-20	31-Oct-20	In progress	<ul style="list-style-type: none"> <li>Review legal parameters and policies from other agencies for consistency, best practices and training opportunities.</li> </ul>
2	Upon receipt of a S.E.A.T application, the relevant HPS Crime Management Office should prepare an Operational Plan for the event.	Superintendent - Support Services	Draft new policy	1-Aug-20	31-Oct-20	In progress	<ul style="list-style-type: none"> <li>Draft a Special Events policy that outlines how Hamilton Police work with the City of Hamilton and community partners on external events.</li> </ul>
3	The Operational Plan should be drafted after consultation with Pride Organizers.	Superintendent - Support Services	Draft new Operational Plan template - fillable form	1-Jul-20	31-Oct-20	In progress	<ul style="list-style-type: none"> <li>The operational plan for Pride 2021 will be created after consultation with Pride organizers.</li> </ul>
4	The Operational Plan must include the name and contact information for at least one Pride organizer and organizers should be provided with contact information for a commanding officer who will be present at the event.	Superintendent - Support Services	Draft new Operational Plan template - fillable form	1-Jul-20	31-Oct-20	In progress	<ul style="list-style-type: none"> <li>This information will be included in the operational plan template.</li> </ul>
5	HPS officers, including the LGBTQ Liaison Officer, should meet with Pride organizers to discuss public safety issues after the Operational Plan is drafted and before the event takes place.	Superintendent - Support Services	Draft new Operational Plan template - fillable form	1-Jul-20	31-Oct-20	In progress	<ul style="list-style-type: none"> <li>After consulting with Pride 2021 organizers prior to drafting the operational plan, the LGBTQ Liaison Officer will establish communication to review the operational plan and address any safety concerns before the event.</li> </ul>
6	HPS, the Board or the City of Hamilton should consider providing a grant to Pride Hamilton to subsidize the cost of paid duty officers.	Chief's Office	Explore grant opportunities	1-Jul-20	Ongoing	In progress	<ul style="list-style-type: none"> <li>Where grant opportunities are available, Hamilton Police Service would support submissions from PRIDE.</li> <li>Where grant opportunities are present, Hamilton Police Service will forward that information to PRIDE.</li> </ul>
7	The Operational Plan for Pride in the Park 2021 must include far more information than it has in previous years.	Superintendent - Support Services	Draft new Operational Plan template - fillable form	1-Jul-20	31-Oct-20	In progress	<ul style="list-style-type: none"> <li>Officers involved will review and sign off on the operational plan prior to attending Pride 2021.</li> </ul>
8	The Operational Plan should be available for officers to review at least two weeks prior to Pride in the Park 2021.	Superintendent - Support Services	Draft new Operational Plan template - fillable form	1-Jul-20	31-Oct-20	In progress	<ul style="list-style-type: none"> <li>Officers involved will review and sign off on the operational plan prior to attending Pride 2021.</li> </ul>
9	Pre-Pride HPS briefings for officers must be detailed.	Superintendent - Support Services Community Relations	Draft new Operational Plan template - fillable form	1-Jul-20	31-Oct-20	In progress	<ul style="list-style-type: none"> <li>Detailed information shared with officers attending the event during the pre-event briefing.</li> </ul>

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10	On the day of the event, supervising officer(s) should arrive at the park and contact organizers well in advance of the start.	Superintendent - Support Services	Draft new policy	1-Aug-20	31-Oct-20	In progress	<ul style="list-style-type: none"> <li>Procedures and expectations regarding contact with organizers will be built into the operational plan template and Hamilton Police policy.</li> </ul>
11	The HPS should seek the assistance of a City by-law enforcement officer to enforce by-laws that ensure a peaceful and celebratory event.	Superintendent - Support Services	Draft new Operational Plan template - fillable form	1-Jul-20	31-Oct-20	In progress	<ul style="list-style-type: none"> <li>Hamilton Police Service will request the attendance of City of Hamilton By-Law to assist with a peaceful and celebratory event.</li> </ul>
12	Officers should be prepared for the arrival of Agitators.	Superintendent - Support Services	Draft new Operational Plan template - fillable form	1-Jul-20	31-Oct-20	In progress	<ul style="list-style-type: none"> <li>The arrival of Agitators at Pride 2021 will be addressed within the operational plan. Hamilton Police will consult with Pride Hamilton prior to drafting the plan, as well as addressing safety concerns with organizers.</li> </ul>
13	HPS supervising officers at Gage Park should be in constant communication with Pride organizers for the duration of the event.	Superintendent - Support Services	Draft new policy	1-Aug-20	1-Oct-20	In progress	<ul style="list-style-type: none"> <li>Ensure contact information is exchanged prior to the event in order to maintain communication throughout Pride 2021.</li> </ul>
14	Police should attempt to engage and coordinate with Pride defenders to the greatest extent possible.	Superintendent - Support Services	Draft new Operational Plan template - fillable form	1-Jul-20	1-Oct-20	In progress	<ul style="list-style-type: none"> <li>Engage the Police Liaison Team and LGBTQ Liaison Officer to coordinate with Pride organizers.</li> </ul>
15	The HPS should unequivocally apologize to the community for creating the impression that the police response to Agitators would have been different had the HPS been formally invited to the event.	Chief's Office	Draft apology	11-Jun-20	11-Jun-20	Complete	<ul style="list-style-type: none"> <li>Hamilton Police Chief Eric Girt formally apologized to the community at the Hamilton Police Service Board meeting on June 11, 2020, and a formal statement issued after the meeting.</li> </ul>
16	The HPS should apologize to the community for inadequate planning and lack of preparation for Hamilton Pride 2019.	Chief's Office	Draft apology	11-Jun-20	11-Jun-20	Complete	<ul style="list-style-type: none"> <li>Hamilton Police Chief Eric Girt formally apologized to the community at the Hamilton Police Service Board meeting on June 11, 2020, and a formal statement issued after the meeting.</li> </ul>
17	The HPS should apologize to the community for the public statements made during and after the event and for equating the conduct of the Agitators with that of Pride Defenders.	Chief's Office	Draft apology	11-Jun-20	11-Jun-20	Complete	<ul style="list-style-type: none"> <li>Hamilton Police Chief Eric Girt formally apologized to the community at the Hamilton Police Service Board meeting on June 11, 2020, and a formal statement issued after the meeting.</li> </ul>
18	The HPS should apologize to the community for the lack of communication with Pride Organizers.	Chief's Office	Draft apology	11-Jun-20	11-Jun-20	Complete	<ul style="list-style-type: none"> <li>Hamilton Police Chief Eric Girt formally apologized to the community at the Hamilton Police Service Board meeting on June 11, 2020, and a formal statement issued after the meeting.</li> </ul>
19	The HPS and the Board should publicly acknowledge that building a relationship of mutual trust will take years and should commit to the hard work necessary for that to happen.	Chief's Office	Draft apology	11-Jun-20	11-Jun-20	Complete	<ul style="list-style-type: none"> <li>Hamilton Police Chief Eric Girt formally apologized to the community at the Hamilton Police Service Board meeting on June 11, 2020, and a formal statement issued after the meeting.</li> </ul>

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20	The HPS should acknowledge to the community that more needs to be done to protect Pride attendees and Two-Spirit and LGBTQIA+ community members from Agitators who wish to disrupt events and cause conflict. The HPS should acknowledge they understand the perception in the community that they are protecting hatemongers and commit to doing more to balance these Agitators’ free speech rights without interfering with the community’s peaceful, lawful use of public spaces.	Chief’s Office	Draft apology	11-Jun-20	11-Jun-20	Complete	<ul style="list-style-type: none"> <li>Hamilton Police Chief Eric Girt formally apologized to the community at the Hamilton Police Service Board meeting on June 11, 2020, and a formal statement issued after the meeting.</li> </ul>
21	The HPS should refrain from making comments around recruitment booths and police inclusion at Two-Spirit and LGBTQIA+ events until a joint statement can be issued with Pride Hamilton. Instead, the HPS should issue a statement such as “The Hamilton Police Service is committed to protecting the public safety and ensuring that Pride 2021 is a success for everyone who attends to celebrate the diversity of Hamilton. The HPS will work with Pride organizers to ensure a safe event where everyone is respected regardless of whether the HPS is asked to participate in Pride.”	Corporate Communicator	Draft mutually agreed upon statement prior to Pride 2021 in conjunction with organizers	1-Jun-21	1-May-21	Not started	<ul style="list-style-type: none"> <li>Prior to Pride 2021, Hamilton Police will reach out to Pride Hamilton organizers to draft a joint statement regarding the event and the police role.</li> </ul>
22	The HPS should carefully review the role of and responsibilities associated with the LGBTQ Liaison Officer position and whether it ought to be a full-time, Sergeant level position.	Superintendent - Community Mobilization	Conduct a review of the position.	1-Sep-20	1-Mar-21	In progress	<ul style="list-style-type: none"> <li>Hamilton Police Service will review the role and responsibilities of the LGBTQ Officer.</li> <li>Exploring whether the position fits within an EDI Model</li> <li>Conducting an environmental scan of other police services and public sector agencies regarding organizational structure of similar positions.</li> </ul>

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23	The HPS should integrate the LGBTQ Liaison Officer position with the Community Relations Coordinator position and consider expanding these roles.	Superintendent - Community Mobilization	Conduct a review of the position.	1-Sep-20	1-Mar-21	In progress	<ul style="list-style-type: none"> <li>Examining the creation of a Diversity, Equity and Inclusion Office within the organization.</li> <li>Conducting an environmental scan of other police services and public sector agencies regarding similar models.</li> </ul>
24	The HPS, in consultation with the LGBTQ Liaison Officer and members of the ISN, should determine what role the LGBTQ Liaison Officer should have within the ISN.	Superintendent - Community Mobilization	Define the role and mandate of the ISN.	1-Sep-20	1-Mar-21	In progress	<ul style="list-style-type: none"> <li>Meet with the LGBTQ Liaison Officer and ISN members to determine if the ISN is meeting the originally intended needs and goals.</li> <li>Review current Terms of Reference to update mandate of ISN.</li> <li>Conducted an environmental scan of ISNs in other policing jurisdictions.</li> </ul>
25	The HPS should retain a third-party facilitator or mediator from a list provided by community members to facilitate future community meetings moving forward.	Superintendent - Community Mobilization	Create a list of qualified facilitators with the community.	1-Sep-20	1-Mar-21	Not started	<ul style="list-style-type: none"> <li>Engage Two Spirit and LGBTQIA+ communities to identify a mutually agreeable facilitator.</li> <li>Work with communities to determine the format this process could take.</li> <li>Hamilton Police Service will work together with the community to form a working group that is broadly representative of Hamilton’s diverse Two Spirit and LGBTQIA+ communities to move this work forward.</li> </ul>
26	The HPS should consider holding larger town hall meetings to review their action plan, ‘The Way Forward’.	Superintendent - Community Mobilization	Establish a mechanism for Town Hall meetings.	1-Oct-20	1-May-21	Not started	<ul style="list-style-type: none"> <li>With the communities’ engagement, explore the retention of a third-party mediator to facilitate community dialogue and future Town Hall meetings.</li> <li>Hamilton Police Service will work together with the community to form a working group that is broadly representative of Hamilton’s diverse Two Spirit and LGBTQIA+ communities to move this work forward.</li> </ul>
27	The HPS should consult with the community to determine if and when it may be appropriate to recreate a community task force/advisory committee.	Superintendent - Community Mobilization	Facilitate creation of community working group.	1-Sep-20	1-May-21	Not started	<ul style="list-style-type: none"> <li>Work with communities to determine the feasibility, timeline and format that a task force could take.</li> <li>Hamilton Police Service will work together with the community to form a working group that is broadly representative of Hamilton’s diverse Two Spirit and LGBTQIA+ communities to move this work forward.</li> </ul>

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28	To build trust and foster a positive relationship with the Two-Spirit and LGBTQIA+ communities, the HPS leadership should consider having an inspector or higher ranking officer work with the HPS's Community Relations staff to conduct ongoing community outreach.	Chief's Office	Organizational Chart review	1-Jul-20	1-Jul-21	In progress	<ul style="list-style-type: none"> <li>Examining the creation of a Diversity, Equity and Inclusion Office within the organization.</li> <li>Conducting an environmental scan of other police services and public sector agencies to determine best practices and organizational structure.</li> </ul>
29	During block training, the HPS must develop and mandate more in-depth seminars and hands-on training with respect to Two-Spirit and LGBTQIA+ issues.	Superintendent - Professional Development	Explore opportunities for in person training through CCDI.	Upon contract with external agency approval	Block Sept 2021	In progress	<ul style="list-style-type: none"> <li>Exploring training opportunities with Ontario Human Rights Commission and other external agencies.</li> </ul>
30	The HPS should continue training officers with respect to appropriate and current terminology and the need for sensitivity when it comes to terminology.	Superintendent - Professional Development	Explore training opportunities.	1-Jul-20	Block 2021	In progress	<ul style="list-style-type: none"> <li>Exploring training opportunities with Ontario Human Rights Commission and other external agencies.</li> <li>Look for additional ways to offer educational opportunities for members such as Lunch and Learns to build situational and historical awareness.</li> </ul>
31	The HPS should work in conjunction with the ISN to create additional training materials regarding Two-Spirit and LGBTQIA+ issues, either through lectures or online materials. This training can focus on scenarios that arise in interactions between HPS officers and community members.	Superintendent - Professional Development	Meet with ISN to review training.	24-Jul-20	Ongoing	In progress	<ul style="list-style-type: none"> <li>Exploring training opportunities with Ontario Human Rights Commission and other external agencies.</li> </ul>
32	The HPS should review training materials from other police services with regards to Two-Spirit and LGBTQIA+ issues and determine if there are training materials and programs that are suitable for the HPS to develop and deliver.	Superintendent - Professional Development	Reach out to other Police Services to review their training.	15-Jul-20	30-Sep-20	In progress	<ul style="list-style-type: none"> <li>Conducting a review of CPKN and OPVTA training.</li> </ul>
33	The HPS officers should be required to work within the Two-Spirit and LGBTQIA+ communities in order to receive experiential training in conjunction with more traditional, lecture-oriented sessions. Officers of all ranks should interact with community members on a more regular basis.	Superintendent - Community Mobilization	Explore learning opportunities.	1-Sep-20	1-Sep-21	In progress	<ul style="list-style-type: none"> <li>Work with the Two Spirit and LGBTQIA+ community to define what these experiential training opportunities within the community might look like and how they could be formalized within the context of a larger training program.</li> </ul>
34	All senior command officers should receive enhanced media training to ensure any media appearances are conducted with professionalism and convey appropriate messaging.	Corporate Communicator	Arrange media training.	1-Jul-20	1-Jun-21	In progress	<ul style="list-style-type: none"> <li>Media training was scheduled for June 2020 but was cancelled as a result of COVID.</li> <li>Date to be rescheduled.</li> </ul>

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35	The HPS must continue to support the ISN and clarify the role of the ISN.	Superintendent - Community Mobilization	Determine the ISN mission and goals.	1-Sep-20	1-Mar-21	In progress	<ul style="list-style-type: none"> <li>• Meet with the LGBTQ Liaison Officer and ISN members to determine if the ISN is meeting the originally intended needs and goals.</li> <li>• Review current Terms of Reference to update mandate of ISN.</li> <li>• Conducted an environmental scan of ISNs in other policing jurisdictions.</li> </ul>
36	The HPS should carefully consider undertaking a Diversity Audit or Organizational Culture Review.	Director - Human Resources	Partner with CCDI execute a diversity and inclusion survey.	13-Jul-20	1-Nov-21	In progress	<ul style="list-style-type: none"> <li>• A partnership with CCDI has been signed. An internal survey will be launched in January 2021, with results expected in April 2021.</li> </ul>
37	The HPS should consider the legal tools discussed in this Report in the context of demonstrations at City Hall.	Legal Counsel	Conduct legal review.	1-Jul-20	31-Oct-20	In progress	<ul style="list-style-type: none"> <li>• Exploring best practices in the province regarding legal authorities in operational plans.</li> </ul>
38	The Board and/or HPS should institute a mechanism for external review and audit of these recommendations and grading of compliance. The HPS should be prepared to address how and in what manner it has responded to these recommendations 12 months and 24 months after the release of this Report.	Chief's Office	Establish external review.	1-Jul-20	Ongoing	In progress	<ul style="list-style-type: none"> <li>• Work directly with the Two Spirit and LGBTQIA+ community to create a community action group to review and audit the recommendations.</li> <li>• Framework created to inform implementation plan.</li> </ul>